

## Cantor, Howard

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**From:** Cantor, Howard  
**Sent:** Tuesday, February 18, 2014 12:01 PM  
**To:** Serina, Don  
**Subject:** RE: Inappropriate Behavior -- Your Assistance Requested

Thanks.

Howard Cantor  
Deputy Regional Administrator  
US EPA Region 8  
(303) 312-6308

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**From:** Serina, Don  
**Sent:** Tuesday, February 18, 2014 12:00 PM  
**To:** Cantor, Howard  
**Subject:** RE: Inappropriate Behavior -- Your Assistance Requested

Good idea I will have something written up

Don Serina  
R8 Director ISP  
303-999-1537 cell  
303-312-6635 office

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**From:** Cantor, Howard  
**Sent:** Tuesday, February 18, 2014 11:59 AM  
**To:** Serina, Don  
**Subject:** RE: Inappropriate Behavior -- Your Assistance Requested

Was just thinking. Any way we can send out instructions to help people establish the proper settings?

Howard Cantor  
Deputy Regional Administrator  
US EPA Region 8  
(303) 312-6308

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**From:** Serina, Don  
**Sent:** Tuesday, February 18, 2014 11:36 AM  
**To:** Cantor, Howard; Dunlap, Bridget; Parker, Michelle  
**Cc:** Young, Adrea  
**Subject:** RE: Inappropriate Behavior -- Your Assistance Requested

As we have been told by HQ when this happens with other emails from Senior EPA Administrators, each individual manages their own emails including what emails are marked as Junk, we have no control over this, and there are no rule that can be applied to all mailboxes to fix this issue.

This is part of the O365 product that we have received.

Don Serina  
R8 Director ISP  
303-999-1537 cell  
303-312-6635 office

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**From:** Cantor, Howard  
**Sent:** Tuesday, February 18, 2014 11:17 AM  
**To:** Dunlap, Bridget; Parker, Michelle; Serina, Don  
**Subject:** Fw: Inappropriate Behavior -- Your Assistance Requested  
**Importance:** High

Don,

I sent this from my Groupcast. Why is this problem occurring when it has not in the past?

Thanks,  
Howard

Howard Cantor  
Deputy Regional Administrator  
US EPA, Region 8  
Phone: (303)312-6308

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**From:** Hawthorne, Daniel  
**Sent:** Tuesday, February 18, 2014 11:14:59 AM  
**To:** Cantor, Howard  
**Subject:** FW: Inappropriate Behavior -- Your Assistance Requested

Just FYI – both of your emails were routed directly to the “Junk Email” folder in Outlook and I do not understand why. My guess is this happened to all R8 employees.

Daniel T. Hawthorne, CFE  
Resident Agent in Charge  
Denver Post of Duty  
United States Environmental Protection Agency  
Office of Inspector General  
Office of Investigations  
1595 Wynkoop Street, 4th Floor (OIG)  
Denver, CO 80202  
(303) 312-6815 [OFFICE]  
(303) 312-7088 [FAX]

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**From:** Howard Cantor [[mailto:Howard\\_Cantor@epamail.epa.gov](mailto:Howard_Cantor@epamail.epa.gov)]  
**Sent:** Tuesday, February 18, 2014 11:09 AM  
**To:** All Region 8 Employees  
**Subject:** Inappropriate Behavior -- Your Assistance Requested  
**Importance:** High

**UNITED STATES ENVIRONMENTAL PROTECTION AGENCY  
REGION 8**

1595 Wynkoop Street  
DENVER, CO 80202-1129  
Phone 800-227-8917  
<http://www.epa.gov/region08>

February 18, 2014

Ref: 8RA

**MEMORANDUM**

**SUBJECT:** Inappropriate Behavior – Your Assistance Requested

**FROM:** Howard M. Cantor//signed//  
Deputy Regional Administrator

**TO:** All Region 8 Employees, SEEs and Contractors

As some of you may be aware, there have been several incidents of inappropriate behavior in the building. A couple of examples include an individual clogging the toilets with large amounts of paper towels and an individual placing feces in the hallway outside of one the restrooms.

Management consulted with Dr. John Nicoletti, a national expert on preventing workplace violence, about these incidents. He advised us that this is very dangerous behavior as it includes property destruction and a disregard for the health and safety of others. He warned us that these individuals will probably escalate their behavior. Management is taking this situation very seriously and will take whatever actions are necessary to identify and prosecute these individuals. You can assist us by letting us know if you have any information about a specific incident.

Dr. Nicoletti recently provided the Region with refresher training on preventing workplace violence. For those of you who took his recent class or one of his classes in past years, you may understand why the agency is very concerned about this type of behavior. Behavior that includes the destruction of property and disregard for human health is classified by Dr. Nicoletti as attack-related behavior.

Please inform your supervisor, a management official, or a member of the Regional Crisis Management and Advisory Team (RCMAT) if you observe or become aware of inappropriate behavior in the workplace. The RCMAT consists of Bridget Dunlap, Human Resources Officer; Bill Daniels, Infrastructure Program Manager; Grace Doris, Regional Security Officer; and Michelle Parker, Labor and Employee Relations Officer. Management takes its responsibility to provide all employees with a safe and healthy work environment seriously. We request your assistance in notifying us so that we can put a stop to this type of behavior before it escalates.